

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 15, 2013 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of October 15, 2013 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman Luszey.

3. ATTENDANCE

Board of Selectmen: Rick Maddox, Nancy Brucker, Ben Nadeau (arrived at 7:08 p.m.), Roger Coutu, Ted Luszey

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant (arrived at 7:40 p.m.); Kathy Carpentier, Finance Director; Jim Michaud, Asst. Assessor; Kevin Burns, Road Agent; Harry Schibanoff, Chairman of Benson Park Committee; Bernie Manor, Municipal Utility Committee; Jeff Rider, Municipal Utility Committee; Pat Colburn, Town Engineer; Lisa Nute, IT Director; Jim Battis, Chairman Conservation Cmsn.

4. NEW BUSINESS

A. Discussion regarding southern circumferential build

Chairman Maddox recognized Selectman Luszey.

Selectman Luszey asked that this be moved to our regularly scheduled meeting. That was a request but I may not have made that clear when we came back. Tonight is for budgets and I don't want to waste a lot of time on that discussion.

5. BUDGET PRESENTATIONS

Assessing (5410)

Chairman Maddox recognized Assistant Assessor Jim Michaud.

Good evening Board members. In looking at this year's budget for the Assessing Department, Jim Michaud wasn't sure what page I should be directing. Kathy Carpentier noted page 1 under the Assessing tab. In reviewing this year's proposed budget, Jim indicated that the Board can see that the Department has followed the Board's budgetary directive. We're actually right around level funding, a slight decrease. This budget year being discussed will be a fiscal year that encompasses continuing to address resulting appeals from the 2012 re-evaluation. Property tax appeal loads following a re-evaluation are usually elevated as they were with the once in a 5 year reval. that we just completed. The Town currently has \$102 million in property assessment under appeal from the 2011 and 2012 tax year. Most of it is from 2012. In addition, we have the 2013 tax year coming up of which I'm sure we'll see some additional appeals.

Further, we're in the second year of the legislative biennium and we may see some other municipal impacts coming out of the legislature or administrative rule. As Mr. Michaud said speaking to the basic budget itself, it's fairly flat. Outside the budget, I'm not quite sure how to say it, but a request to also appropriate monies for the Board of Selectmen to make a decision to do a re-evaluation in 2015. My understanding in talking with the Finance Director if the Board does not make an appropriation out of the capital reserve in this budget cycle, then future Board, this Board, would not be able to take the money out of capital reserve to do a reassessment for 2015. It's not that you're deciding to do one, it's you're deciding to make the appropriation and then you can make the decision at a later point do we actually want to do it? Is our assessment ratio out of whack? Is it below 90, which I think it will be. I don't think it's going the other way. That's the extent of my budget remarks. I'm here to answer any questions.

Selectman Coutu asked about the \$90,000 if we were to vote to appropriate is offset by the capital reserve, correct. Mr. Michaud indicated that's correct. There is \$97,000 give or take in the capital reserve. The \$90,000 the suggested motion I have in there which I reviewed with Kathy Carpentier would accomplish both funding it out of that fund and then putting it in the budget. The future board has that capability then to make that decision.

Selectman Coutu stated based on what is written here in your budgetary summary document, you estimate the cost at \$90,000. Will it exceed \$90,000 or do you think that it will be no more than \$90,000? Mr. Michaud said no more than \$90,000.

Motion by Selectman Coutu, seconded by Selectman Brucker, to approve the \$90,000 addition to line item 5410, 252, with offsetting revenue from the capital reserve fund for revaluation account #4922 in the amount of \$90,000.

Selectman Coutu had one thing if I might. I want to reiterate what the Assessor said is that there's been an upswing in the market value of properties and we've fallen below the 90 percent. Jim Michaud said I'm anticipating a trend line. We're not anywhere near 90 percent right now. We're within 10 percent of 90 percent. By the time the revaluation would be done, Selectman Coutu said it could conceivably - if the market continues the way it's going, we'll fall somewhat below. I think we need to anticipate that we may need to look at our properties, and reassess them, and get a true value. It doesn't necessarily mean that everybody's tax bills are going to go up. People have always criticized us when we're not doing valuations when the market goes down. We had one planned and we went ahead and did it. I think that we've been on target. We've been in compliance and I'd like to see us stay in that direction. Again, it's offset by the capital reserve fund that we already have. I hope we continue to maintain that for future valuations. Thank you Mr. Chairman.

Vote: Motion carried 4-0-1. Selectman Nadeau abstained as he just arrived at 7:08 p.m.

Now that we're all here, Chairman Maddox asked where are we going to go. Are we going to do what we did last year with the "W"s and the "C"s? Do we have a target that we're shooting for? What is our goal here?

Selectman Coutu thought we had discussed this prior to coming here is that we're going to hold the line as best we can but the budget obviously is going to reflect anticipated increases potentially in fuel, potentially in IT for example. The cost of licenses may have increased. Whatever those items that are necessary, we will continue to maintain with whatever increases are anticipated. So it won't be in the sense level funded. We asked them to come in with a fairly level funded budget with anticipated increases and for them to come in with those items they think are absolute priority to identify in their budget and if they have a coding - what was the coding you used? Chairman Maddox indicated we used "W" and "C". We will return to it or "C" we can return to it. At some point, we're going to exceed what our target was. Selectman Coutu thought on the wish list that that's the avenue we ought to go. They clearly understand that we will revisit it and think about its value to the community. The other one if we say we may revisit it, we're not giving it much of a priority and it's going to depend on what the final budget numbers are going to look like before we revisit. Chairman Maddox said where the Chair was going here is like Assessing was actually down from the year before. I see no need to put any letters near anything in that budget. Selectman Coutu indicated he didn't ask for anything either.

Selectman Luszey said yes he didn't ask for anything but also we didn't go through the budget. We just went through his summary. Is that process for the remaining cost centers? Chairman Maddox indicated I am just sitting at the front. It's whatever the Board wishes to do. I'm of the mind that if they are flat, why do we want to go through it. If you have a particular line item that catches your eye, I'm sure we will certainly entertain. Selectman Luszey said there was. Chairman Maddox noted that I asked if there were any questions. Selectman Luszey indicated we were in the summary page. I didn't have any questions on the overall summary. It was fine. There was a motion made based on the summary. We never went through the budget - the anticipated budget for this cost center.

Again, Chairman Maddox said to raise your hand. I just didn't think there was any increase so I didn't know we were going to get into that. Again, we certainly can.

Selectman Coutu stated I'd like to hear his question.

Selectman Luszey said the question would be specifically on page 4, line item 232 - Assessing Transportation. Their line transportation is Sacramento, California. Selectman Coutu asked do you know what that request is. Steve Malizia assumed it was to attend a conference. Selectman Coutu said that's what I would assume. Chairman Maddox indicated there is no documentation. Selectman Luszey noted there is none. It says narrative line item 5, column 5. There is no column 5. Chairman Maddox said we can certainly get clarification. Selectman Luszey would like clarification. Selectman Coutu said we can revisit that item. That would be an action item.

Just for clarification, Kathy Carpentier said column 5 is the department head request of \$500. Selectman Luszey said the narrative is the line item called "airline transportation" is the narrative. Kathy Carpentier said the account code is assessed transportation. He's writing the backup airline transportation to Sacramento, California. Column 5, he's asking for \$550. Selectman Coutu said to revisit that so we know specifically what - I'd like an airline ticket to Las Vegas myself. Chairman Maddox indicated if you're going to go that line, you're probably going to look at all of them in regards to lodging and all that stuff so there's probably a package. I guess we will then put a "W" next to that item. Selectman Luszey said it actually gets bigger than that because if you go down to lodging, it's \$1,050. Again, it's for business away from town. There is a package deal that goes with that one item. What is the total cost of this seminar and what's the benefit? Again, Chairman Maddox said that's why I'm asking. I thought that was cut and dry but you've obviously found something that you want to take a look at. We will revisit under the "W" 234. Selectman Luszey would have to assume its 235 also because that's where the registration fees are for different seminars.

Selectman Luszey did have one other question. On the Lexis Law Publishing the Revised Statutes Annotated. How many copies of that do we have in Town Hall? Steve Malizia indicated I have a copy. I don't know who else has a full set of the law. Selectman Luszey noted this department does. Mr. Malizia said he didn't know that he does. I know I have a full set. He might get supplements. I don't know what he gets. Selectman Luszey's question is is that for the hard copy or are we doing electronic subscription now? Selectman Brucker said it's probably the same price. Selectman Luszey indicated electronic is cheaper. Selectman Coutu said that's certainly not the whole law package. That is just his updates on Assessing. You have every one of them upstairs, right? We have all the Statutes. That would cost several thousand dollars for that. This is the fee I believe that they charge for the updates - the inserts that go in. Our book is revised every year. Selectman Luszey asked this is just the Assessing. Selectman Coutu noted this would just be the Assessing piece is what he gets.

Highway (5515, 5551 to 5556)

Chairman Maddox recognized Road Agent Kevin Burns.

Kathy Carpentier noted under the 5500 - Public Works section, page 1.

Good evening. Kevin Burns indicated my budget is level funded again this year. I was mainly able to that because I had an \$86,000 reduction in my salary accounts and an \$86,000 increase in my materials mainly due to gas and diesel costs. There are no reduction in services and no major equipment purchases.

Selectman Coutu had one question. Kevin when do you anticipate your next vehicle purchase. Mr. Burns said the street sweeper is getting close. I'd say within a year or two. I would like to stretch it out for 2 years because that's when our last round of Mack trucks will be paid for. So then we could purchase the sweeper on the lease purchase and not have to raise the budget again. Selectman Coutu asked are we using just one sweeper. Do we still have that...Kevin said just one. At \$230,000, they're steep.

Chairman Maddox pointed out that I do see a column all the way to the right. It reflects the percent of tax dollars. So this department is 17 percent of our budget. Steve Malizia indicated you're referencing the documents in front of the book. Chairman Maddox asked if that also included solid waste. Steve Malizia said no. Solid Waste, the \$1.5 million, is in another section 5900. Mr. Burns indicated that is also level funded.

Selectman Brucker asked about the street overlay of \$790,000 for 14 and 15 on page 6. Aren't we doing \$500,000 a year? Kevin Burns said that's been the same amount. This will be the third year in a row it's been at that amount. Mr. Malizia said you had a warrant article that added \$500,000 which was not reflected in the budget. So when you take the 500 and add it to the 268, you essentially get to the 760 range. That's how we did it the first year. The second year, which is the year we're in, he raised 790 and this year he's asking for again 790 keeping it level.

Chairman Maddox thanked Mr. Burns for his submission.

Solid Waste (5970)

Chairman Maddox asked Mr. Burns you're just saying that your Solid Waste is zero. That was the next thing on my list but we'll just make that zero. Mr. Malizia said its level funded - \$1.5 million.

Benson (5063, 5563), page 30 of Town Officers section.

Chairman Maddox recognized Jim Barnes.

Good evening. Account 5063 - what we're proposing here is the same thing that we proposed last year at this time that moving move monies into the meals and town account. This is to help pay for the food that's provided to the volunteers on the volunteer work days on Saturdays and Sundays that we hold each month and then reducing the line item for printing and signs as shown. This is basically the same thing we requested last year.

5563 - page 32, Benson Park Operations.

Mr. Barnes noted this does have a lot of changes to it. The first is the salary and benefits line, the overtime. What we're faced with in the park right now is we do have volunteers that come in once a month on the weekends doing a lot of maintenance clean up type of projects. There's also been a team of volunteers that have been working in the park during the week. There's a number of people that have spent many, many hours out there blazing trails, cleaning up areas, and doing a lot of intensive work. We're faced with a situation where several of those people have indicated that they are no longer interested in doing that. It's been 4 or 5 years for several of them and they're ready to other things or just enjoy the park, which they deserve. So we've been looking at possible ways of getting additional labor into the park to help maintain the trails. Right now the Highway Department with Mr. Burns is sending some workers in there to do mowing and those kinds of things. We were talking about additional work that we're looking at. We considered several ways of doing this and we talked with Mr. Burns several times to come up with a feasible solution or a suggestion on how we could do this. What we've come up with is a plan to have an account here under the Benson Park account that Mr. Burns could charge against if he sends in people on Fridays to work some overtime within the park to help with these projects. That way the cost will be focused on the park and it wouldn't necessarily come out of the Highway Department budget. That's where we're focused. We looked at possibly getting some seasonal help, getting some interns in. That did not seem to be feasible. You'd have to spend some time getting people accustomed to using the equipment and perhaps even buying additional equipment and then within 6 or 8 weeks, they were going to be gone back to school or whatever. That didn't seem to be a feasible way of doing it.

Selectman Coutu said we're probably both going to go in the same direction. Mr. Chairman I certainly understand and I watched the meeting when they had this discussion relative - as a matter of fact, Selectman Nadeau was there and contributed significantly to the conversation relative to this line item in excess of \$12,000. What I object to is having the town employees come in on a Friday on overtime to be paid to do work at Benson Park. If we're going to spend \$12,390 to do that and all of that is going to be charged as overtime, I would rather us go back to hiring seasonal employees at straight time and call them general maintenance and give them a general maintenance rate and we'd probably get two people for the summer for the same amount of money and get twice as much work and they could be there say 3 days a week. Hire a couple of college kids to do it as opposed to paying our employees time and a half. That's an expensive rate for that type of labor.

The only thing Selectman Luszey would add to that is closer to \$14,000 and not the \$12,000 because you're missing all the taxes and State retirement, and all that. We have a number of parks in town and how do we maintain all the others? Why are we just calling this one out like this? We have Merrill Park, we've got Musquash. I think we need to address them all and I believe the Recreation Department manages that, correct? Selectman Coutu said he does the bulk of the heavy maintenance but we do the...Selectman Luszey said right but it comes out of Rec. Selectman Coutu said no. It comes out of Kevin's budget.

Selectman Nadeau stated we kicked this around quite a bit and if we go this route, 1) it's going to save us money because we don't have to purchase all the equipment that we would need for these people to do that work; 2) we would have people who do this work on a regular basis who are trained, safety reasons, putting 2 guys out in the park that are summer seasonal help, you're not getting the qualified people that you're looking for. If today they need to use an operator to do the job that they're doing with equipment, and I'll say they're moving rocks and building trenches, we have the equipment to do that and we have the manpower to do it. So we would send in the piece of equipment that needs to be there with the skill set for those people to be there. What you're going to get for 16 hours of labor versus what you're going to get for 40 hours worth of labor, you're going to get a better job with people that are going to take pride in doing the work in the park and you're going to train these people for the summer, then you're going to lose them again, and then you're going to train the next kids for the next following summer. The jobs that the Benson Committee is looking for is not just mowing the grass and trimming the trees. They're looking for bigger projects to do drainage around the barns and that type of stuff.

Selectman Luszey thought the majority of this particular request is for summer help to mow the lawn. The types of projects that you just described have taken place on the Saturday Benson's volunteer day. People bring their own equipment, including heavy equipment or medium size equipment. I've done that a number of times. I don't see that changing much. What I hear is the people that are doing the day to day maintenance during the spring, summer and fall are getting burnt out and they're looking for the Town to pick up that work. It's not the big special projects. That would be something that would be coordinated with Kevin's help and the volunteers.

Selectman Nadeau indicated the stuff that they're talking about doing is not the maintenance stuff that you're talking about doing. Selectman Luszey said then we need to have a whole different conversation. What are those major projects that you're expecting to get done for \$43,000 a year? Selectman Nadeau told the Board what they did today and I'll tell you what they did the week before. Today they installed fence and there was 4 guys there. They did everything by hand - dug the holes all by hand where we could have used a piece of equipment and done the job in 4 hours instead of using these guys who are the ones telling you that they're not going to be there much longer. There is stuff that we've talked about - the office building. We've talked about doing the drainage around that. That's not something that these guys are going to do by hand. That's a special 2 or 3 week project with these guys doing it on Fridays. There's a lot more bigger maintenance things that need to be done in the park. It's just not something that you can have a high school kid doing. I've seen this since the park started to where we are today, the volunteers are getting burnt out. If they all decide that they're going to walk out tomorrow, we're going to have a lot of stuff to do. Some of these people have said if we have the proper stuff to help us with the town, that they would probably stay on and work on Fridays and do the projects with them. We need to give them the resources that they need and the resources is not college summer interns.

Selectman Luszey stated you said if we give them what they need to do this, they'll continue on and it's not college...Selectman Nadeau said it might not be these same people...Selectman Luszey indicated but it's not college people or interns. So what it is that they're asking for? Selectman Nadeau noted they're looking for a skill set that the interns don't have. You talk about skill sets, this is what we're talking about.

Thank you. Kevin Burns was asked to join in this conversation when they approached me and said they were looking for "interns" is the word everyone keeps using. If you're going to hire someone for 6 months, it's not an intern. They want someone spring, summer and fall. Take the intern college kids right out of the equation. They're only available for 6 weeks. We did this hiring part time people for a couple of years - maybe 3 years when this first all started. It didn't work. I gave them \$12 an hour. Everyday they're here, they're looking for a full time job. So the turnover was constant. They didn't come in. When they got fed up, they just stopped coming. You're paying someone \$12 an hour and expect them to bust their tail at Benson's for 40 hours a week. If this was to go with the hiring two part time people and putting them in Benson's, they are going to need a whole set of what I already have? They're going to need a vehicle. They're going to need a trailer. They're going to need lawn equipment and tools. I kind of said to the committee, I don't think that's the best way to go because you're not going to get much at \$12 an hour. We're going to have to spend a lot of money outfitting them. You can't just say okay we've got 2 guys go work. We have to buy them stuff. Benson's is big. You can't just say walk around the park and do things. They'd also be in there unsupervised. Its 2 guys at \$12 an hour at Benson's unsupervised most of the time. I don't think it's a great way to go.

Kevin Burns discussed with them did you ever think of hiring it out and getting a landscaping company to do whatever it is you need to do - mow the trails and stuff like that. They were going to consider that. I was driving home on my way to vacation and I said you know why don't we set it up like we do with the Water Utility. We do a lot of work for the Water Utility but we have never hired anyone for the Water Utility. The Water Utility's laborers are my guys. If Pennichuck doesn't do the work, we do the work and I charge their labor to the Water Utility. It's their work, they're paying for it. It's their work. They're paying for it. So this is not unprecedented in the town. This way they wouldn't have to work every Friday. It would be whenever the Benson's Committee decided they needed the trails have to be mowed once a month. They would call me and say okay I want two guys to do the trails this Friday. It could be another Friday where they say okay hey I want two guys to dig a ditch around this building. Then they would also have the ability of picking the skill set that they want. If they said you know we need somebody to come in and we're going to do a fence post, can you send a laborer and an operator so that we can go in there with the equipment we already own and do the work and we have trained people already on staff.

Mr. Burns knows some people are probably saying well why don't you just do it on straight time. Why can't you do it as your regular job? Remember at the beginning of the summer when we had the workshop. I said I'm full. I can't take on any more without more help. I know the senior center is coming down the pipe and I'm going to be the landscaping company there. I'm not getting more help for that. I might have been full

now I'm full plus one. To say to me plus now we want you to take over all the hours that the volunteers did for all these years, it's just too many man hours for what I have. We took over Benson Park and I got zero extra help. I got zero extra money in my budget. I think we make the parks look pretty dang good for the \$20,000 a year we have in my tax budget. I thought this would be a way where the Benson Committee could have an ability to have some certain jobs done that they wanted to have done that I don't have the time to do. My guys are dedicated. They know the park. They know the rules. They know how to run the equipment. I just thought we could set it up like the Water Utility and it would be a win win.

Selectman Luszey wasn't sure you don't have the time to do it. I think the real question is whether or not this Board feels it's a priority that you do that work versus something else if your plate is that full. I think that's the real conversation.

Chairman Maddox said how much into the weeds do we wish to get into that. Again for \$14,000 - we need to spend some money. That park is good or bad it is well used. It's not like all the other parks combined with what you're putting into them. Selectman Luszey indicated we don't put anything into them. Chairman Maddox stated yes you do. Selectman Luszey noted the skateboard park we didn't put a penny into. Chairman Maddox said all of the other parks combined - what did you say \$10,000 is what you basically budget and more people probably visit Benson's on a weekend than all the other parks for the whole year. So I think we need to be at least realistic at \$14,000 this gives them a mechanism to be able to do projects. If this Board wants to get into that as far as what we think Highway should be doing at any given time for projects, that's another whole discussion I would believe. So where do you want to go with this line item?

Selectman Brucker wanted to say that I think that Benson Park is such an asset that we really need to do something. I would be in favor of going with hiring Highway Department personnel to do it.

Chairman Maddox indicated this is in the budget. It doesn't mean we need to spend it. I think we probably put it in the budget and then decided how we're going to go about this.

Selectman Coutu had a question. Selectman Nadeau may have the answer. How long a period of time are we looking to use these people? Selectman Nadeau said from spring until...I'll yield to Mr. Barnes.

Jim Barnes said yes early in April is usually when they start getting out there when most of the mud is gone and probably late into November would be a possibility. That long a time. The account here would be for 400 hours of labor.

Kevin Burns indicated we currently do the heavy lifting in the park. Probably 90 percent of the work in the park is currently done by us. It's the getting into the weeds that I don't have time to do that they're looking to have someone take over for the volunteers. God bless the volunteers. They've been in there doing a lot of work for a lot of years. Doing the trails and things like that that I don't currently do, that's where we're going to need someone to take over for the volunteers be it my people or someone we don't even know yet.

Selectman Luszey guessed that's where I'm having a slight difficulty. Those types of project I think are projects that we have an opportunity to plan out and not have to spend overtime hours on. Everything that Selectman Nadeau has talked about is enhancements to the current park. If the volunteers were to stop doing what they're doing, the Highway Department would continue to keep Benson looking the way it is. We just wouldn't be extending and enhancing different trails. Is that a true statement? Mr. Burns disagreed. The trail system would disappear. Mr. Barnes indicated it's the volunteers that are mowing the trails and keeping them clean. Only when there's big major tree falls and things like that from storms do we get the Highway Department people out there to help.

Chairman Maddox asked do you want to put that line item as a "W" or a "C" and do some more research. Where would we like to go with this?

Selectman Brucker asked did anyone look into having a landscaping company do it and what they would charge.

Mr. Barnes did not. The initial reaction from the Committee was that that would be probably prohibitively expensive and then each time we would ask for somebody to come out there could possibly be different people. So we wouldn't get any continuity of people in the park. The landscaping contractor would be deciding who, and when, and that kind of thing. It sounds like we would get a better job from overtime Highway Department workers and probably at more of a savings than going toward a landscaping company.

Selectman Luszey thought we ought to put this on hold and have a discussion because we have Zach Field coming and we've got the senior center coming that's all going to require a level of this type of work. You got landscaping to do.

Selectman Coutu said discussions that we've had, and we're on the Executive Committee for the Zach Tompkins Foundation, that is going to be maintained privately. They said that they were going to maintain the field as part of the agreement. As far as the senior/HCTV facility, I'm sure there's going to be few plants here and there. There's going to be a huge parking lot. I don't see where there's going to be much grounds maintenance other than plowing the parking lot in the winter time. I don't see anything for grounds maintenance. Is he saying there is? Selectman Luszey said yes. Selectman Nadeau indicated there's going to be picnic areas. Selectman Coutu questioned at the senior center. Selectman Nadeau remarked yes. There's going to be benches and stuff out there. Down the road they're going to put a patio in. They're going to do stuff around there that we're going to have to do maintenance around. We're going to have to mow the grass there. We're not just going to let it look wild and free. Selectman Coutu asked what grass. Selectman Nadeau noted around the senior center. You don't think you're going to have it paved all the way around. Selectman Coutu said pretty much - a parking lot on both sides. There's entrances on both sides. Selectman Nadeau asked if he saw the pretty architectural drawings that we have - the green space. Selectman Coutu said he saw them but they never come out the way they say. Let me get back to this discussion.

Selectman Coutu indicated I just did some numbers and I react to numbers - \$12,930. Let's assume for example we were to use somebody from April through November exclusively for the park for that kind of money. We have \$364 a week that we could pay somebody to do the work. There's \$364 available based on that budget per week. If you break it down to 40 hours, it's a minimal per hour; it would be under \$10 an hour. Obviously people are not going to work there on rainy days, Saturday and Sunday. I'm sure they'll still have cleanups and volunteer work. Having looked at the numbers and aware of how sensitive Mr. Burns was about the fact that we had hired a couple of what we classified as "interns" - somebody threw that out there and that's what we called them, interns, and the problems that he was having. I don't see Mr. Burns using \$364 worth of overtime every single week to have people go out there and tackle a specific project. As a matter of fact, there may be weeks where there won't be any need to send anybody out there because there's no major projects to tackle. Mowing lawn doesn't take that long. You go out there and you can get it done in a few hours. I know there's a lot of trails and everything. I'm more convinced now than I was at the beginning of this conversation that I would entrust having Mr. Burns' crew - we can hire a landscaper. Landscaping may not have a front end loader if we need a front end loader to do a particular job. Most landscapers I know have great mowing equipment. They don't have heavy duty equipment. I think that's one of the concerns that Selectman Nadeau expressed is that if they're going to dig a new trail and we need to have somebody go in there and move rocks around and things like that knowing the quality of work that Mr. Burns commands from his staff and the work that they produce for him, I think I'd be more comfortable having him do it and I would expect that that will probably - if he's managing that fund, charging the Benson Committee for the work that it does, it will probably come in under that budget when I look at the numbers.

Selectman Luszey remarked if you agree that the Highway Department will provide the labor to do this work, what does that mean to the rest of these numbers? You have equipment that we need to be buying equipment? Do we need to be renting equipment? Mr. Burns indicated we already own the equipment. Selectman Luszey indicated there's a line item for small equipment for \$900. They zeroed out the rental. The maintenance is \$750. Is that...Jim Barnes indicated that's for equipment that is owned by the town but is permanently in Benson Park like the millers for the trails and a few other pieces of equipment. Small equipment - over time hand tools break and have to be replaced and things like that. That's what those line items. The equipment rental was zeroed out because we just didn't see any projects that would require that. Last year there was a project where we had a small Bobcat front end loader that was donated for a time but we needed to get it back again and we had to pay some rental for it. Those are the kinds of things. We didn't see that we needed to continue with that particular line item.

Chairman Maddox asked if that clarified Sir. Selectman Luszey said no. My question is if the Highway Department does this, are those two numbers staying the same? Mr. Burns indicated yes. All of the volunteers are not going away forever. It's not like they're disappearing. It's just that they want to get out of the regular mundane mowing of the trails, heavy lifting projects. Selectman Luszey said that's what this equipment is for right. Jim Barnes indicated that equipment is also being used on the weekends for our volunteer weekends that we will continue to have.

Chairman Maddox asked where are we going with this - "W", "C", move on. Selectman Nadeau said to move on. Selectman Luszey said no. I'm not done. The portable toilets...Mr. Barnes asked to speak to the rest of the line items. Electricity is flat. We don't see any change there. Portable toilets. The \$1,760 was actually

the same number that we had a year ago. Since then at that time in FY13, which is this number was from the default carry forward, we had two portable toilets that were being serviced once a week in the park. Today we have 3 that are being serviced twice a week because of use and plus that what we're going to try this year is leaving one of them in the park up near the elephant barn where it gets plowed for people who are in there during the winter and service that probably once a week. We're going to try and see how that goes. That's what that increase is for. It went from the number you see for FY14, the \$1,760, that was from the beginning of March I believe to the end of October or November - 2 toilets serviced once a week to the \$4,470 which is 3 toilets serviced twice a week from the beginning of March to the end of October/November and then one toilet through the winter serviced once a week.

Selectman Luszey asked at what point in time do we build permanent restroom facilities there. Selectman Nadeau said if you want to work your way towards that, we can always start a capital reserve fund to put the new bath house in. The winter use of the park is starting to steadily increase. I have no problem with putting a capital reserve fund if you want to put \$10,000 a year until we have enough money to build a bath house, I'm more than willing to go that route.

Selectman Coutu suggested that that become a "W" and we revisit that item whether or not a capital reserve funds. Chairman Maddox noted there's 3 to put it on the "W" to come back to it. I think that's a big expense. It's going to be a big expense because it's going to need water that we don't have and heat. Selectman Nadeau thought we might have that when they do the train station. Selectman Luszey indicated we have the carriage house for the senior center.

The only other thing Jim Barnes noted was the park maintenance account. You see some line items there. The large one is to start chipping away at the \$10,000 for some of the projects that we need to do for the office building and slowly make some progress on that.

Selectman Coutu asked has anyone looked into seeing if there's any historical grants available. That is a historical building to start getting some serious financing to look at that building and do it over. Mr. Barnes indicated we did apply for a moose plate grant this past spring to restore widows. Our application was turned down on that. They were asking for some additional information and apparently it was very heavily oversubscribed with applications. So we lost out there. We'll be resubmitting that one to try to get some money for that. LCHP - I was talking with Gary Webster about making an application for that. When we heard that LCHP was starting a new round at financing, we were just not ready to submit anything. I'll be working again with Gary Webster to be prepared to submit something for that.

Let's just take you to the train station. Chairman Maddox said sometimes the grant isn't worth the price you pay or the money you get for it. Any other questions on Benson Park? Seeing none, thank you Mr. Barnes.

Sewer Fund (5561, 5562, 5564)

Chairman Maddox recognized Town Administrator Steve Malizia and Bernie Manor.

Steve Malizia deferred to Mr. Colburn, Town Engineer, and Mr. Manor. They're probably far more competent than I am. Steve Malizia indicated this is a sewer fund which the revenues support the expenses so the users basically pay the fee for this entire cost section.

Good evening. Since we were down from last year, Bernie Manor said we had some ups and we had some downs. Does anybody have any questions? 561 - billing collections there's some ups in that. 5562 gives a little bit of a down. 5564 - capital projects is down for this mainly because we are putting aside less money for Nashua. They've decided to do bonding instead of outright billing us when it happens. So that kind of spreads it out so that kind of drops that. Steve Malizia indicated there'd be no rate change for this obvious because the rates we are charging are sufficient to cover the expenses that we have. Again, you'd have another stable rate for I forget how many years in a row it is now. Quite a while.

As you can see in your page 10, Chairman Maddox indicated the salaries from the Highway Department - some of that is put into this section of the budget.

Selectman Coutu asked Bernie what is it we're going to do on Melendy Road this year. Are we changing pipe or extending pipe? Patrick Colburn thought that's pipe replacement as part of the Road Agent's planned road work. Mr. Malizia said it looked like they're going to do it from Central to Thorning this year replacing the existing sewer lines in there as they get old. They need to be replaced. It helps to keep your system integrity good. Pipes get old; the core section of town is fairly old. You just want to do a maintenance program and basically what they're going to be doing is it looks like Central Street to about

Thorning Road. Chairman Maddox said most of the time he ties that in with when he's paving right. Mr. Malizia said you'll get a nice paved job at the end - drainage or whatever else needs to be done if you can't. Chairman Maddox stated he works it around what the schedule is for paving. Whenever he does a new street or fixes a street, Mr. Manor said we always do the sewer work at the same time.

Selectman Coutu asked if we had a total budget. The same as the offset figure. Steve Malizia said yes. The revenue and the budget are the same. 1662 182. Selectman Coutu noted you're coming in with the same budget as last year.

Water Fund (5591 to 5594)

Chairman Maddox recognized Town Engineer Patrick Colburn and Bernie Manor.

Patrick Colburn indicated I can't take all the credit for it though Mr. Malizia helped me a great deal with this. Likewise with sewer, water is level funded. No rate increase proposed. As Bernie mentioned with sewer, the same thing happened with water where some of the line items went up and others came down to compensate. The most notable item in the water budget falls in 5593 252 line item which is professional services. That is the next phase of a multi-year project to replace the Weinstein Well. I'm looking at page 8.

When he says Weinstein, Steve Malizia remarked obviously what he means is the well casing and the well out there the capacity has diminished through the years and it's pretty much irreparable I think at this point in time. We're not going to get the yield that we used to get out of this well as this is the work horse well for the system. What we're going to basically do is drill a new well in proximity to the existing well and hook that up to the pump station and upgrade the pump station so that they big producing well that the town owns continues to be the big producing well. This is part of the phase of that effort.

Selectman Coutu asked that you anticipate a cost increase on 292 of some \$42,000. Mr. Malizia said yes. Mr. Colburn said that's based on trend lines. Mr. Malizia and I looked at the trend lines for water that we purchased. You can see the actual for 13. Selectman Coutu indicated we're going to need more money this year. Mr. Malizia said correct. The utility to service the demand needs to at least make sure that we have the sufficient capacity are available - water. So we buy extra from Pennichuck.

Selectman Luszey asked about hydrant testing. Where do I find that? Patrick Colburn said hydrant flow tests are paid by an applicant. So it's not in the budget. Selectman Luszey said line item 252 on page 6, other professional services - planned maintenance contract with Pennichuck - that doesn't cover making sure that the hydrants that are currently installed meet minimal requirement. Patrick Colburn said that's right. That covers our monthly contract with Pennichuck and we have a contract that dates back to 2005 with those folks and there are items in there scheduled and then unplanned. Hydrant flow tests are an unplanned item which means that they invoice us for which we invoice an applicant to cover that cost.

Selectman Luszey asked if it was safe to assume that if there's a hydrant that it meets specification given that it had to have some type of flow testing done when it was installed and all changes made thereafter. Patrick Colburn said our utility wasn't in control when many of the hydrants were installed. It was the previous owner of those hydrants. Selectman Luszey stated we don't know if we have hydrants that meet current specifications throughout town. Mr. Colburn has in his possession two 4" D ring binders that are full of historic flow test data but I have not gone through both of those binders.

Selectman Luszey asked should that be a concern of the property owners in town that they may not have proper flow out of hydrants. Mr. Colburn believed what you're referring to is our discussion recently relative to the senior cable access center. That wasn't as I described that that evening, that wasn't a problem with the hydrant itself. The hydrant flows sufficient water. It's what happens to the system during that flow. So there is the potential for water users to have pressure less than they are accustomed to during a fire flow event. Selectman Luszey noted and that's okay. Mr. Colburn said that is a fact of what we have. Selectman Luszey said as long as that's okay.

Selectman Nadeau stated in here we have \$10,000 for snow removal. Do we pay that out every year or is it as needed? Steve Malizia said when it snows. We're under a contract. They show up when it snows. We don't pay it. It's not a fixed price. It's paid to Gate City Fence. It snows, they come out. We could overrun that. You could under run that. That was Selectman Nadeau's question. So if we over run it, does it come out of the Water Utility's budget? Mr. Malizia said yes. It has to come from another line out of this budget.

Just to be clear, Selectman Brucker said you mean that if there is a fire event and the hydrant has to be accessed, there will be enough water from that fire hydrant for that event. It's just the other water users

around town who might experience lower pressure. Patrick Colburn indicated I was talking specifically about the hydrant on Kimball Hill Road across the street from our new facility. That hydrant has suitable fire flow added but during that fire flow event, the residual pressure in the pressure drops below a standard. There's a standard set of 20 psi. The pressure in the system drops below 20 during that fire flow. Selectman Brucker indicated the person experiencing the fire event should feel safe that they're going to get the kind of suppression that they need for their fire. Mr. Colburn stated yes.

Chairman Maddox questioned the electricity line item. Are all of these on our package that we're doing with NRPC? Mr. Malizia said yes. On professional services, Chairman Maddox knows that I'm the pain as some other Selectmen are on other things about getting a well within the town. Is there monies in this budget to be able to do whatever we need to do to continue trying to locate a well within the borders of Hudson? Mr. Malizia said there is this fiscal year I know that. I'm not sure if it's in next fiscal year because of the issue to finish this well. Patrick Colburn said that's correct. There was \$15,000 in fiscal 2014, the default budget for investigation. When Mr. Malizia and I were putting this budget together, we were trying to overcome the shortfalls because of the cost Weinstein Well. Given the importance of that, we opted to use the professional services budget for investigating future wells and put it towards the replacement of our existing well, which is a priority.

As we see, Chairman Maddox indicated we're paying more every year to Pennichuck. So we dig our own. We maybe reduce that line item. Something we should be cognizant of. I understand we're trying to stay within the budget but I think, again, if the opportunity arises to find a location that we could at least do the investigation. It behooves us if we're going to keep increasing our water usage up over the bridge. But we move on. Any questions in regards to this budget?

On a positive note, Steve Malizia said only 13 more years of bond payments after this year which is a good thing. In 13 years, you'll own this thing outright. The town will own this outright which is great because that's a big nut every year.

Land Use Division (5571, 5585), page 1

Chairman Maddox recognized Town Engineer Patrick Colburn.

Patrick Colburn indicated this budget is a combination of the Planning, Zoning, and Engineering Departments in the Land Use Division. It does require some explanation given that this also accounts for the split of the Building Department previously housed in Community Development over to the Fire Department. The spreadsheet that the Finance Director just handed out shows the breakdown both separately and then together in order to have an apples to apples comparison. The best line is the bottom line the comparison. If you lump building back in to the Land Use budget as it was last year, you'll see that the labor and benefits is up 2 percent and that's primarily because of the newly hired full time Inspector. The operating expenses are down 14 percent and that leads to an overall proposed budget that is down 1.1 percent for those two divisions both in Community Development.

What the task was for Patrick Colburn in reviewing the budgets for Planning, Zoning and Engineering was to look back at what was removed when the Building Department went over under the Fire Department. That includes things like a vehicle budget because the vehicle budget was previously housed in the Building Department for all of Community Development. So that is now split between Inspectional Services and Land Use. Similarly with fuel, things like printer heads, toner for laser jet printers, and things of that sort I had to move around within the budgets and get things back in the budget that need to be there to support our organization. Going down through Planning, what I removed from Planning was the fuel budget. Previously the fuel budget for all of Community Development was housed in the Planning line item. Chief Buxton has taken his share of the fuel budget over to Inspectional Services and I have added a line item to the Engineering budget to cover the 3 vehicles that remain in our department. In Zoning, the mosquito control was previously housed in the building budget. So that \$23,000 is now found in the Zoning budget given that the Code Enforcement/Health Officer handles those operations.

Patrick Colburn indicated that pretty much lays out a summary. I also have a proposed budget item which I did allude to during my departmental review a couple of weeks back. I have a proposed line item in here for \$50,000 which is to support the pending release of the EPA's new storm water permit. I provided some detail in that section of my budget outlay here. As I mentioned, currently we're permitted by a 2003 small municipal separate storm sewer general permit under the EPA. In February, the EPA released a 2013 version. I told you that that remains pending. As of tonight, it still is pending. They closed a public comment period on the 15th of August so they're in the midst of addressing those comments. As I heard during a recent seminar, it is anticipated that that permit will be released and become effective in the calendar year

2014 which means it could affect our fiscal 15. Heidi Marshal from CLD, a consultant that I work with often in the Engineering Department, has attended most of the seminars and sessions that I have relative to this subject. She and I tried to put together our best guess of when this permit will come out. Based on the timelines that the EPA has laid out for the implementation of the permit what will be expected of us in that first year? That's how we resulted in the \$50,000 before you tonight. That is an item outside my budget for your consideration.

Just to stay on that subject while we're there Pat, Selectman Coutu asked if this is not a one-time fee. This is going to be ongoing? Patrick said and likely to increase in future years based on the requirements of the permit on a year to year basis. Selectman Coutu said, "Are you serious?" It's an unfunded mandate. We're looking at \$50,000 plus first year and \$50,000 plus in future years for storm water what? Patrick said for corrective measures. Selectman Coutu thought that engineer who are designing or developing projects for our town when they meet Planning Board approval, they have a drainage plan that's submitted by their engineering firm and that's acceptable. Mr. Colburn stated that you're absolutely right. For all newly permitted projects, you're absolutely right. What this is focusing on is mistakes from the past. So all of the older developments that didn't have those...Selectman Coutu asked what do we get for \$50,000 - somebody that puts a stamp on a piece of paper and says good job. Mr. Colburn said what is expected in that first year time are public outreach campaigns and education, a full inventory of all of our outfalls to surface water. So everywhere that that system outfalls to surface water, we need to evaluate, pull samples during dry weather and wet weather, hire a laboratory to test the storm water, identify pollutants. Once we inventory the outfalls, we need to identify the acreage of area contributing to that outfall, identify the uses within the outfall. If the sampling comes back positive for the contaminants that the EPA is focused on, we need to backtrack up the system until we find the contaminant and then come up with a way to eliminate the contaminant. That includes often times structural and non structural best management practices. Sometimes it's as easy as finding a floor drain in an old use and sealing off the floor drain. Other times, it's cutting out a length of pipe and installing some either above ground or below ground treatment device that will handle the contaminant.

Selectman Coutu asked what is the rebellion fee if we decide not to. Mr. Colburn said \$37,500 a day. Selectman Coutu said CDL is estimating that it would cost \$50,000 for them to do all of this. Patrick said that is an estimate that Heidi put together with me looking at how much work we could do in house. How much work summer interns could take care of, how much work a laboratory would be responsible for, and how much a firm like CLD would need to be involved. Selectman Coutu asked does CLD say how much of that would be theirs. Patrick indicated no. I could figure that out for you but there was \$10,000 plus just in the sampling, in the lab fees. Then we allow \$10,000 for additional intern work or hired help that we would support and then likely the rest. So roughly \$30,000 for professional services. Selectman Coutu asked you wouldn't consider going out to bid on it. Patrick indicated we would absolutely. It's just too early. We don't know when the permit is coming out so that \$50,000 is a true estimate because depending on the release date, that will dictate how much is required because that first year to them is one year from date start. To us, that's from the start to end of fiscal 15 and then we're having this conversation again for fiscal 16.

Selectman Coutu asked when does this go into effect. Mr. Colburn replied I don't know. They don't know. I was told by the permit writer that he expects it to be released in the calendar year 2014. I'll add to this a little bit. As I mentioned during my department review, the EPA is in the process of addressing comments from the 61 communities in New Hampshire affected by this permit. It's likely that they'll make revision to the text of the permit that may allow for additional time or may change the timeline. So what's required in that first year, second year, and subsequent years? At this point, this is me coming forward to you folks to identify that more than likely this is coming down the pipe. That's the best information I have and we'd be foolish not to at least prepare in some way for that. If it comes out and we're required to perform and we don't have the funds to back up that performance, we're in a tight spot.

Selectman Coutu said of course the federal government doesn't understand how municipal governments operate. I don't really think they understand how they operate given what's going on in Washington. The fact is that if this is mandated and it were in effect in 2015 and we don't have the funds in there because the voters decide to give us a default budget and they're not going to approve this, that's one employee we're going to have to lay off. They're not creating jobs. They're going to be costing jobs. I understand that we need to protect our environment but I think that most municipalities are very responsible in that area. I don't know that they do the kinds of lab testing that they require. I've heard enough on this. If nobody else has anything on this, I want to go back to the budget. This is a "W" in my opinion. Chairman Maddox thought you're right. It's a "W" that we're going to have to come back to. We just need to decide how much we've added into the budget with this \$50,000. Again to the Town Engineer, I believe a lot of the outfalls have already been done by the interns. Patrick stated we know where many of them are yes. All of the hard pipe outfalls. We haven't done are mapped any of the roadside swales that outfall the surface water. Those are all inclusive of the mapping requirements and the draft permit. Chairman Maddox said maybe we ought to

look at even if this does not happen, hiring an extra intern and getting some of this stuff done so that we are ahead of the curve when it does happen to us. I guess it's inevitable that once again we will be forced to do this.

Selectman Coutu asked can we not take some of that money from Conservation. Chairman Maddox indicated that can be discussed under the "W"s. Selectman Coutu noted they have a ton of money. Start spending it for protecting the environment. That's what they're there for.

Selectman Coutu asked to go back to the budget. I either misunderstood something that you said or maybe I did understand what you said. You said something that in one of the line items there was an amount of money for an Inspector that you just hired. Patrick Colburn indicated what I stated was in the spreadsheet that Finance Director just handed out to you, the first column is the labor and benefits for both the Land Use Division and the Inspectional Services Division. You'll see that that line item is up 2 percent on the bottom line. That 2 percent is mostly due to the hiring of a full time Inspector. Selectman Coutu asked if that Inspector on line 5745 where it says Inspectional Services. Mr. Colburn said yes. Selectman Coutu asked what Inspector did we hire that does not come under the Fire Department budget. Mr. Malizia stated that is the Fire Department budget. Mr. Colburn said what this spreadsheet does for you is lumps the Building Department which is now under the Fire Department back in with the Land Use Division so that you have a comparison from 2014 when we had one Division. Now we have two. So you can see that in the Land Use Division, I'm down 21 percent that's due to the loss of that position which was previously in the Community Development Department. You see what I'm saying. Selectman Coutu indicated no, you lost me in the third sentence. If 5745 is in the Fire Department budget, why is it shown on his spreadsheet? Kathy Carpentier noted just as a comparison. I did this extra spreadsheet to show both Chief Buxton and the Town Engineer by rolling the old departments together to do apples to apples comparison, that the budget is down \$10,000. So yes when you review fire on Thursday, 5745 is all under Fire but in order to show the gains and losses, this is just to show you how the roll up happened. Selectman Coutu asked is not his budget down \$180,000 Land Use Division. Mr. Colburn replied yes it is -\$183,000. Selectman Coutu said one Inspector and the part time Inspector. Mr. Colburn indicated that is the Building Department 5582 that was previously in that 55 outlay. Selectman Coutu asked the \$180,000, the 21 percent decrease is that not the Inspector that we hired and the part time Electrical Inspector. They will be reflected in the Fire budget. Mr. Colburn said correct.

Selectman Luszey wanted to say it a little differently. Based on the work we did with combining Inspectional Services, eliminating an Admin. position, and hiring a full time Inspector, we only saved 1.1 percent. Kathy Carpentier indicated on page 14, the open position for 1 of the secretary positions is still in there. It was in there in default. It would be up to the Board to remove it. So it is still in there. Selectman Luszey thought we did that based on the combining of Inspectional Services. That was part of that whole exercise was to eliminate that one admin. position in Community Development so that we would get a productivity gain out of these two departments. Kathy stated the funds are still here. Because they were in default, I left the funds here. If this Board wants to take those funds out and defund the position, they can do so. It was in the default budget so I left it here for your discussion. Selectman Coutu said I get it. The 57872 - total wage and benefit. That is an open position. With full disclosure, Kathy Carpentier said I'm letting you know it is in there. The funding is in there.

Selectman Luszey didn't want to deal, that's the wrong word but the outcome of the work that we did I believe, and I'll go back through the minutes, I thought we zeroed out that line item for the Admin. position.

Selectman Coutu said we did zero it out but the voters gave us a default budget. The default budget shows this position so she has to reflect it in here. We can now zero it out in this budget cycle. Selectman Luszey said we need to do that again. Steve Malizia stated you can transfer it to the \$50,000 he needs for the storm water permit. Selectman Luszey thought we need to start a running tally of the money. Selectman Coutu indicated that's a mandate. We're going to have to fund it. So we can take \$50,000 of it. Kathy Carpentier had one more piece of clarification. I believe that you might want to put this on the will come back to. I believe the Fire Chief might be looking to use some of those funds.

Patrick Colburn asked to add one more piece too. As I mentioned, I put back in the Engineering budget a sum of \$7,250 in the automobile line item for Engineering. The automobile budget was moved to the Fire Department with the inception of Inspectional Services. This summer one of the vehicles from our department left the road. It has frame rot and such. I described that at the department review. I believe that with cooperation from both the Police Chief and Fire Chief that that vehicle in my department will be replaced in this fiscal year which means I will not need that \$7,250 that I budgeted for fiscal 15. That is potentially another sum of money to be removed. That's information gathered after the submission of this budget.

Chairman Maddox indicated we have two "Ws" that we will put on for this department. Does everyone agree? The Board agreed. Coming back, again, Chairman Maddox thought there is going to be I guess some discussion about part time for the Fire Department that they thought maybe they could use some of that money or we just funded that EPA thing with it.

Selectman Coutu indicated I bring this up all the time. This is line item 217. We pay these people (NRPC) \$19,526 and I just read their summary of everything that they're doing. Hudson is not on it. They do nothing for us. Nothing. I say we get out of it and be one less meeting for you to go to. Selectman Luszey said I'll second that. Kathy Carpentier stated on page 6 and 7 there is a Memo and an allocation for costs. Selectman Coutu noted it tells us that the budget remained flat but yet we're going to pay \$1,000 more according to the comparison. They just tell us how much they're charging. Where's the page that shows us that they provided any service? You know, there isn't any. You know why, they haven't done any. We pay this every year and every year I complain about it. Selectman Luszey moved to make it a "W" to take it out.

Selectman Brucker thought that you had some benefit haven't you been seeing some benefit from NRPC with mapping and GIS. Chairman Maddox indicated they do serve a function. I think that maybe it's time to bring them in. I tell you I have a concern that one of the things they're doing in this budget is funding a reserve of 15 percent of their budget. I don't understand how they're justifying this but the Executive Committee...Selectman Nadeau stated just in case somebody doesn't pay like us. Chairman Maddox said with the money that they are reserving, they could have made all the members/towns do zero. I think they have some issues to answer. Selectman Coutu asked if they were following the same pattern that the insurance did - property liability. Chairman Maddox asked them the very question is why that big of reserve - they used to have like \$75,000 and now they're up to \$300,000 in reserve. Selectman Coutu indicated we should probably defund it and ask them for our reserve money back too.

Selectman Luszey asked to put the NRPC fees on the "W" list to take it out of the budget. Chairman Maddox said they would put that under "W". That is 5571-217 for \$19,476. Kathy Carpentier noted there's a \$50 Planner's Association in there also.

Selectman Luszey wasn't sure where it's in but the part time Engineer. We brought him on and I don't know if we had an end date as to when we would do away with that position or is that a forever position. Chairman Maddox said the Civil Engineer position was in the budget over the years. We didn't fill it for a number of years but it has been in the budget as long as I've been here. Kathy Carpenter said page 22 and 23. Selectman Luszey asked if it was funded always. Chairman Maddox said yes because we didn't fund the Engineer's position I believe for a couple of years. Selectman Nadeau said we just flipped them. Kathy Carpentier said one of the positions was always funded. Of that dollar amount, the \$40,000, Chairman Maddox asked how much of that is billed out to the various projects that we charge for do you know. Patrick Colburn didn't know but over the summer I was writing you folks reports on a monthly basis. I know on at least two of the occasions I think he was fully funded or 98 percent funded by his billing for inspectional work.

Just for clarification for the folks that may be watching, Selectman Luszey said this position has been there. We hadn't had it filled for a number of years and we took the opportunity when Mr. Webster retired to re-employ him as a Civil Engineer part time. I'm going forward on assuming that when he decides to retire for real, we will actually fill that with another Civil Engineer. Is that a true statement? Selectman Coutu indicated need and demand. Chairman Maddox thought, again, it's a case of how much work do we have. Selectman Luszey asked do we have demand now. Chairman Maddox stated the Town Engineer is going in 57 directions at any given time. I think we need to be cognizant of the fact that if he had to do all the things we have the Civil Engineer doing...Selectman Luszey was in agreement. I'm just saying this position for the foreseeable future will be there. Selectman Coutu noted at least through the FY15 budget year. That's his request. Whether it would be refilled once he retires is going to depend on what his recommendation is at that time and it's going to be based on need. If he can't justify it obviously whoever is sitting here is not going to vote for it.

Selectman Coutu knows that Patrick worked very closely with the Town Administrator in preparation of his budget. I hope it's been a good learning experience. He presents himself well. He did an outstanding job. I have to applaud him. It's his first time. We didn't rake him over the coals. I'm sorry we should have raked him over the coals and made it a little tougher on him. Good job Patrick.

Chairman Maddox said we also threw in the curve of the whole Inspectional Services. So his budget is in turmoil at the get go with trying to take out what was there and show us that comparison. He survived and did a great job.

Conservation Commission (5586)

Chairman Maddox recognized Chairman Jim Battis and Town Engineer Patrick Colburn.

Selectman Coutu said there were some problems in the past relative to how they were paying bills and what not. I know that Jim Battis was going to get in touch with you and square away how they keep the checkbook and stuff like that. Has that all been resolved? Kathy Carpentier said yes. We still have one transition year which we're working in fiscal 14 but fiscal 15 is gross appropriations so their budget has increased what looks like a lot on a small dollar but there's also an offset - like \$19,000 it's gone up but there's an offsetting revenue approximately the same amount. Selectman Coutu thought a lot of that problem had to do with split year funding for the Robinson Pond, the Milfoil, and all of that. Kathy Carpentier said what they would do is come to you and just ask you for the net figure. That's where the confusion was going. The grant money would come and they would want the grant money. So now the grant is being budgeted as a revenue and the gross appropriation is in the budget. I went to one of the Conservation meetings and I believe we all learned something and we all walked away on the same page.

Chairman Maddox asked if this was a guaranteed money. I mean its saying that we're getting a 40 percent refund for whatever. Is that guaranteed for FY15? Patrick Colburn didn't think anything is necessarily guaranteed but it certainly has been the case in years past and is expected to be the case for 15. Chairman Maddox guessed the only question would be is if it doesn't, what do we do. Selectman Luszey stated it comes out of their budget. Chairman Maddox asked how can you take money out of a budget when...Selectman Luszey noted they have the capital reserve that they can use. Steve Malizia said they can spend money out of their budget. Technically, Kathy Carpentier said if this Board gives them \$55,000 appropriation, you have to give them that \$55,000. That's what you've allotted to the Conservation Commission whether they spend 65 or 35; we have to give them 55. Chairman Maddox said that was my question indirectly. Kathy Carpentier pointed out with them and the Library, they're the same autonomous.

Selectman Luszey said what we should be doing is reducing the 5504 by \$18,221. They're getting that amount of money as basically an offset in revenue or as a donation from the State. Kathy Carpentier said that goes against the gross appropriations. How much is this costing us? It's costing us \$55,000 is the estimate with an offsetting revenue. That's just like any other program. Selectman Brucker said we get the \$18,000 back. Selectman Luszey said the Town gets it back but the taxpayer doesn't because if we have to take from the taxpayer's pocket \$55,004 and the Town will get \$18,000 back. So that \$18,000 goes back to the general fund which means we don't have to give it back to the taxpayer. It will get consumed somewhere else. Kathy Carpentier said its anticipated revenue because it's right now in the revenue and that is what you're using to run the business this year. Selectman Luszey said it is on a revenue line. Steve Malizia stated you can't spend it on something else. It's got to go against that line. Selectman Luszey noted he was okay then. Selectman Coutu indicated that's what I was going to tell him is it's on the revenue line. It offsets. Chairman Maddox said its anticipated revenue. If you don't get it...Selectman Coutu said all revenues are anticipated.

Selectman Luszey thought we were going to ask them to pay for something. Selectman Coutu stated the \$50,000 but we've already found the \$50,000. We're going to revisit. That's the \$50,000 he wanted for the water. What we'll do is we're going to revisit it and we'll look at the alternatives. We either can come out of here or we can take it off that \$57,000 wage line item. Kathy Carpenter noted that she did write - Roger - can this be taken from Conservation Commission with the "W". You'll have an answer by the time you go over your "Ws".

Chairman Maddox said we're going to go back and visit this to talk about that \$50,000.

Selectman Brucker believed that we gave the educational part of this requirement to the Conservation Commission. So whatever that comes to if they have to publish literature and distribute it or give classes on how you don't use fertilizer on your yard near the pond. That part could be spent.

Information Technology (5330, 5X77's)

Chairman Maddox recognized IT Director Lisa Nute.

Selectman Luszey asked to make a small statement. This past week it was brought to my attention that I made a statement about the IT Director which may have been taken a little bit out of context. I won't re-mention the statement. I do want to say and I hope the rest of you are in agreement that the IT Director has done a real - I don't know what the word is. I don't want to say fantastic because that might go a little too far but excellent job in working with the assets that she has in providing not only an excellent level of service but

also taking a look at some of my harsh demands about looking at outsourcing and different uses and approaches to technology. I just want to go on the record to let her know that I respect her opinions. We may not always agree on approaches taken with technology since that's where I came from but I do want the folks that are watching and this Board to know that she does a damn good job managing what she's doing with what she's got.

Thank you Mr. Luszey. Lisa Nute stated this Board had requested that I provide you as well a 1 to 5 year plan. So what you have in your book is the IT Strategic Plan.

Selectman Luszey asked if the Board wanted a general synopsis of what's in it. I've actually met with Lisa and her team to go over this. What it basically says and there's a couple of things that I learned going through this that was somewhat of a surprise to me and it really is what is behind some of the driving forces when we talk about what we can and can't do with cloud services and their like. Our Town is not unique in use of the applications that we are but I will tell you one of the most surprising things that came to light is most of these applications are still internally based on the DOS operating system which I'm blown away by that. Given that, that really narrows our choices on what we can and can't do. Given that, what this plan basically states is that over the next year if we wanted to look at a short term horizon, which is the 2015, they're looking at finishing out the fiber loop that we started about 3 years ago. I think we're in our fourth year which would encompass the schools and all the town buildings and replace the routers and switches that we have to bring them up to allow for a better band width utilization, some monitoring and management, and also provide or begin to provide a framework that really begins to get us into being prepared to be more agile and flexible as the newer technologies begin to come out.

Selectman Luszey said we saw that with the SANS deployment when we had some failures. They were able to basically triple the amount of storage we have that will allow us the ability to grow in terms of the amount of data that we can hold or manage for at least the next 3 years very comfortably. The IT Department estimates that we can probably squeak out 5 years but my history says that in 3 years we should be looking at replacing the hardware that we had in there just because the replacement cost of it will become more expensive than renewing it. They've done a great job at minimizing the footprint and they're looking to continue that. Also everything that they have in this package really lends itself to allow us the flexibility to continue to talk about one of my favorite subjects and that is combined dispatch. If I missed anything, fill it in.

Lisa Nute asked if it's okay with this Board, I'd like to start with the 77 cost centers and then I will touch again on what Mr. Luszey just talked about which was a very good summary. I also have our Senior Activities Coordinator in the audience if you have questions on what we did for technology for the new senior center as well as we go through them. As the Finance Director said, this was simply to make it easier for you so you don't have to flip back and forth between cost centers. 5077 - town offers and the next one, town administration there is no change. It's basically just their cartridge use. If you go to the next page, which says 4 - IT finance. The one change here is one system. We have a spare PC and it is no longer a spare. It is getting regular use and the system in there is not adequate for the work. The next cost center is Assessing. Please stop me if you have any questions.

Page 4. Selectman Coutu noted that you said that you were explaining the 60 percent increase. We're talking an \$800 increase. Are you saying we're going to need to replace a piece of equipment? Lisa said we are substituting a virtual box with an actual system that will do more of what they want. We used some virtual clients, some virtual desktops which are a low end kind of - well just a different way of using the system. It doesn't work perfectly for all applications. So they're finding it's inadequate what they use it for. That's an average cost of a regular PC. We're talking 411.

Steve Malizia asked to help you. In this technology plan if you went to page 9 of that plan, that's called a Pano box. That's replaced the PC that they're looking at in this application is taking this box out of service and putting a PC back in there because that's more what they need in that group. Correct? Lisa Nute said correct. Thank you Steve.

In Fiscal 14, Selectman Coutu said we budgeted \$400 for a new computer. Correct? Lisa said that was actually for a printer replacement. If I may Mr. Coutu as well, although it says 60 percent increase..Selectman Coutu knows we're talking \$800. Ms. Nute also wanted to point out that that is offset by the bottom line of the entire Finance Department. No department has gone above the 2 percent that I'm aware of. Some people needed more technology, or software maintenance went up, etc. Even just a few dollars as you see can make a huge difference on the bottom line. When you take their overall budget, the Finance Director's budget did not go up more than 2 percent. It's just that she focused on this area because it was very important to her.

On page 5 is the Assessing Department. Again, Lisa said his bottom line in the overall budget I believe is down. His IT Department as well is down because he opted out of a software analysis tool that he previously justified needed and no longer needs that.

On page 6 although the bottom line has not changed for Highway, Ms. Nute said they are definitely using more technology. I would like to point out that departments like this is what we do with our hand downs of the Toughbooks that are used throughout the fleet of police cruisers and we have fire laptops as well. Those Toughbooks are on a 6 to 7 year cycle and we can still squeeze some years out of them when they go. They are Toughbooks for a reason and they hold up well. Any spares that we do have go back out there and until we drive them into the ground basically. They are using a previously used Toughbook for their Mack truck maintenance, sewer, and for their Traffic Division for the street lights.

Page 7 is Community Development. Ms. Nute knows you just went through this cost center with the Engineer but the 303 account basically is up because cartridge money was taken from 3 different areas that Patrick had identified. Previously the Engineering cartridges all came out of his supply account. So it was difficult to actually track. Now we can put that all in the same cartridge cost center. So that's why the difference here. It was merely a transfer from other areas.

On page 8 is 5677 - Police IT. Lisa indicated this 1.4 increase, again, is part of his overall 2 percent increase. There is a new piece of software maintenance in here. The Traffic Accident Reconstruction Unit is doing some exciting work with brand new technology where he can read black boxes from most models - manufacturers of automobiles and build a stronger case for both our victims and the prosecutor. Any questions on police.

Selectman Coutu had a general question. Throughout I just happened to notice it here, throughout your reflecting the cost of software upgrades. Lisa said yes this is the maintenance on all the software they use.

5777 is Fire. The main reason for this increase, again, Lisa said part of their bottom line 2 percent is we did away with a standalone system that they used previously for paging and we streamlined that and interfaced it into their computer aided dispatch system. The dispatcher automatically pages out vehicles and personnel. That was an added module which increased the maintenance. Then they are just beginning with some new I Pad technology and we anticipate some application maintenance there.

Selectman Luszey has a question. It was either water or sewer just picked up \$2,000 for a CAD package. Is that reflected in yours anywhere or why is that still in another cost center? Lisa indicated water and sewer utilize the AutoCAD system. So we charge those rather than the taxpayers budget. We charge water and we charge sewer for their use of that. They pick up the maintenance for us and we do not absorb that cost in here.

The next cost center is page 10, 5877 - IT for Recreation. Lisa noted a 98.3 percent increase is due to the smiling Senior Activities Director back there. If you have any questions, I do have her here available. What she is looking to do is to create IDs for her clientele. We currently do have an ID system in town but we anticipate that she will be using that on a daily basis especially while new seniors are signing up for programs, etc. It's not feasible to assume that she could use ours. Every year ours goes to the Police Department and is set up there for weeks at a time before I could finally get all late night and officers on all three squads. They require annual updates of their IDs as well. My system is portable which goes to the rec. center during the summer rec. program and Fire uses it, Police uses it, etc. 403 in this cost center also includes the fiber connections that we will need and firewall protection to get back to Town Hall. It includes 3 systems, a PC for Lori, and we decided at least 2 senior internet work stations not connected to our network to access the internet. That would not be overkill and that includes 3 antivirus subscriptions for those. Two would be standalone systems.

Selectman Coutu said the two stations for the seniors they would be connected through Comcast. Lisa said whatever ISP had the best deal for us. Something like that yes. The third one would be using our systems here on the network for...Selectman Coutu said there would be one in a secured office and that would be the Coordinator's. Selectman Luszey indicated it would be her work station.

Selectman Nadeau asked if there would be Wi-Fi there. Ms. Nute said yes. When we met, Lori and I also met with Mike O'Keefe to ensure that we're not duplicating technology, that we're not both going out and finding the services that we'll need and the vendors. We did coordinate that. There would be wireless. He I believe doesn't necessarily need that. We will probably need at least a couple of routers connected. Until

we get in that building and see how far it will extend or what, we won't know for sure but we will plan on putting that in.

Selectman Luszey stated don't hold me to it but when we did the original final pass of the drawings, we actually put some access point and they were hard wired from the cable center up into the ceiling of the senior center so that we could do that. That was planned as part of the building. What wasn't part of it was the actual access points and routers. The cablings should be there.

Selectman Coutu asked if the routers were in the budget. Lisa Nute indicated that is all part of the 403 equipment - GBIX, and switches, and fiber connection, and then the fire walls. Any other questions on that cost center?

The next one is Lisa Nute's department. This one if you looked at the bottom line is 2 percent. I do appreciate the 2 percent. It went very, very quickly. I definitely took full advantage of that. We are every year covering additional maintenance costs and software which continues to go up. Telecommunications expenses go up. As I had mentioned, the 2 percent went very quickly and I still did not have enough to bring us back up to cycle. What's been happening over the years with level funded budgets and yet software, supplies, etc., and telecommunications continue to rise, everything just kept getting slimmer and slimmer. What happened is that equipment went out of cycle. I had mentioned that in last year's budget as well. Rather than 5 year replacements, we went up to 6 going on 7. The laptops in the Police Department have gone from 6 years to 7 going to 8. We are still behind in the police laptops but we just ran out of the 2 percent.

Lisa Nute indicated what I had to do in this cost center is to reduce line 450 - capital reserve which is actually a dangerous precedence because I don't believe we have enough in there in the first place. The capital reserve is the one area that we can help ourselves to be prepared without the big impact to the taxpayer. What I had mentioned in the 1 to 5 year plan is that we do foresee things coming down the pike. Yes some are mandated, some are policy changes between State and other agencies and we do need to follow that but we also need to be prepared. I think that the capital reserve fund is an opportunity to prepare for trends and changes.

One of those changes Lisa said she'll talk about is the State's SPOT connection. That is our police dispatch connection to the State and NCIC. As you know we have SPOTs available to all our cruisers as well. The officers can run their own motor vehicle checks without having to go through dispatch. We are currently connected in dispatch with a T1 that the Police Department pays for. It appears that the State is going to be pushing that back onto the community where they're changing their technology and instead of T1s, they are going to change to a VMN. What that means is that our internet connection, because now we'll be going through the internet, needs to be more robust than it is. If you look at this big pipe here going from the Police Department, Town Hall - of course this is very simplistic. We've got all kinds of buildings and they're not all connected - Burns Hill Fire is copper but every other building except for Robinson Road Fire, Hudson Community Center, and Burns Hill Fire are connected in this large pipe. This is the town owned fiber optic. So when we have data going back and forth, there's plenty of room in that pipe. Down below is the picture of the cloud and when we do things like searching the internet for prices and any other dozen or so services that we currently have in the cloud, you can see the pipe difference. We've already experienced some saturation. We're okay right now but we're not prepared if changes come down the pike like this. That in fact the State has said be prepared for. So what we need to do is increase that pipe instead of just one, we need to go with something bigger like a T3. A T3 is \$1250 per month plus a \$500 installation cost as an example from one ISP. As Mr. Luszey said, we haven't always seen eye to eye and we've been going back and forth in my office as well on cloud services.

The reason Lisa Nute said I've been adamantly against putting everything here on the cloud is because this is a least cost. We own this pipe up here. There is no recurring costs and we have plenty of capacity. The more we can keep in house, obviously the better but more and more cloud services are becoming available and we need to prepare for those that will in fact benefit us, or make our users more efficient, or increase services for our customers the public - our Hudson residents. The capital reserve fund I believe is one way that we can try to prepare better for those changes and unfortunately I had to decrease this but if there's an opportunity certainly at the end of the year, I understand that the big departments do give back money and of course we want to offset tax rate as well. I believe this is one area we really, really need to look at.

Selectman Coutu asked what do we have in capital reserve right now. Kathy Carpentier said \$86,000. On average, Selectman Coutu asked how much have we been putting in every year. Ms. Nute said what happened is 3 years ago we actually specifically identified the fiber optic loop that Mr. Luszey talked about in this 5 year plan. We really need to get to Robinson Road because they are currently on a VPN - the virtual

private network - going through the cloud and it's very slow. We have an issue just last week where they weren't showing even the most current e-mail clients that we have out there. They weren't getting the data like they should be. It's a slow connection. It also will allow us some return on investment where we can drop a Comcast line that we're currently using to get here to Town Hall and their services. You can also do things with the phone system and make things available that they currently don't have being an island out there. So we specifically put money in for that Robinson Road piece. We now have enough money to do that piece of the loop. Once I drain 70 some thousand dollars from there, it went down to just 16 or less depending on how much fiber optic has increased since I did the quote 3 years ago.

Selectman Coutu said let me ask my question again, it wasn't answered. Lisa Nute apologized. Selectman Coutu stated what did we customarily put in annually in the capital reserve fund. Mr. Malizia said \$17,000 on average over the last four years. That's what Selectman Coutu asked for. I didn't ask about Robinson Road and loops...Lisa Nute said what I meant by that Mr. Coutu if I may is we originally had far less but because we were focused on trying to get that loop done, I believe Mr. Jasper was my liaison at the time, the Board went ahead and put in a chunk specifically for the Robinson Road piece. Selectman Coutu asked where the \$17,000 come from. Steve Malizia noted under the cost center of 5330 in your book. There was a capital reserve. I just looked at the actual. There was 2 years of 18, 2 years of 16, and the average to me looks like 17. Selectman Coutu asked why did you drop it to 8 to try to stay within the 2 percent. Ms. Nute said yes. I have to cover the increase contractual software obligations that we have and I need to cover our equipment out of cycle. What's happening is I'm expending more on equipment maintenance.

Selectman Coutu indicated I understand all that. I said that we anticipate that there are going to be some increases, especially in IT because of the software upgrades, and the greater cost of equipment, the cost of maintenance keeps going up. I don't see why you would take an item such as capital reserve which you have argued is important and just dropped it. Why didn't you just leave \$16,000 or \$17,000 in there so your budget goes up 4 or 5 percent but if you can articulate - if it's been something we've been doing all along, why cut that item. Ms. Nute said I had no where else Mr. Coutu...Selectman Coutu indicated because you're trying to live within 2 percent.

Selectman Luszey said we spent quite a bit of time on this one particular line item called capital reserve. I guess where we're at in the IT space is where we were at with the overlayment or road repairs of the Highway Department 2 years ago. We are on the brink of - we're looking over the cliff and we're about ready to fall over. We have video cameras that are analog throughout the entire inside, outside, and what goes back to our court houses that are in dire need of repair because the State's gone to digital. We will soon not be compatible with them. The switches that will be required to continue to connect to SPOTS - back specifically to that application is a switch that we don't have today. The switches that we have are not compatible to go in that realm. If we were to fix just those two problems, we need \$67,000. If we take a look at the communication equipment, and I will sum that all up as to being all the equipment that is in our dispatch centers, and the police station, the fire station, all of the antennas that service that, and all of the associated equipment that allows the communication equipment to top with all of the data systems, we're going to be looking in the area of \$150,000 to \$200,000 that we need to put in capital reserve for IT over the next 3 to 5 years. That's where we're at for real.

Chairman Maddox asked why then would we spend \$75,000 to go to the Robinson Road Fire Station that has two people in there 40 hours a week. If you're looking for the biggest bang for your buck if those things need to be replaced, why are you worried about two people in Fort Apache? If the court system is going to change, if all these things are going to be needed to be done, I'm just saying why are we spending \$75,000 to go to update 2 guys that are out in a fire station that are only there 40 hours a week. Selectman Luszey asked are you willing to cut Robinson Road out of the infrastructure picture of the loop because that was an intricate part of the solution that this Board 5 years ago said we want to put a fiber loop ring around the town which included all of our fire houses and police stations, Town Hall, and schools. Chairman Maddox indicated we wanted to have combined dispatch 5 years ago. I think we have to pick our battles. Selectman Luszey said we're more than half way there.

Selectman Coutu stated what I'm hearing is what I had predicted a couple of decades ago when technology came in is that the purpose of technology is it was going to save time, it was going to save a lot of money. Every 5 years we have to spend hundreds of thousands of dollars to keep upgrading our equipment because somebody finds something bigger and better. I remember when I first went on the computer - I think I told you the story - the Chief of Police said this has one kilobyte of memory. In a lifetime, you'll never use that much memory and that's what he said to me when I first went on the computer. He said you'll never need more than that in your lifetime. I'm sure that computer has been replaced 18 times at Town Hall in Woodstock because they have to upgrade and keep up with everything else like everybody else. It just seems like it's becoming a costly nightmare for all municipalities. I just remember when the phone bill was

\$9.99 and you just had a phone. I don't need this but everybody has one. It just seems to me that...I'm done. I'm getting nowhere. I'm fuzzy myself right now.

Selectman Nadeau said I was all in favor of getting this fiber optic to the Robinson Road fire station. To me it is more important to arraign the criminals at the police station than it is to do the fiber optic to Robinson Road and update the video arraignment system because that's going to save us a lot more time and money transporting the criminals back and forth to where they have to go versus having 2 firemen being able to use the computer. They start off in the morning right here at Central Fire Station and they end their day right here at the Central Fire Station. At the time spending the money to make that loop out to Robinson Road was probably a good thing. With all the new technology that we need, I don't think doing the loop to Robinson Road is the most effective thing to do at this time. We've always said that, and I've been a big proponent of capital reserve funds and if we've been putting 17 into this capital reserve fund, we need to start putting 17 or 20 into this capital reserve fund. I just wanted that to be out there.

Selectman Luszey said my response to actually to Selectman Coutu is he was told that when he got his first computer he'd never need more than a kilobyte of memory. When we built our roads, they weren't tarred and we now have a ¾ million dollars a year overlayment budget just for repaving the roads because the cost of keeping a road paved has gone up. If we believe that keeping the technology infrastructure current and affordable isn't a priority, then we should say that and move on. If we're going to update the videos, you need to update the switches with it because you won't be able to talk to the court with the new cameras if you update them through the switches that are there. It all has to play together.

Selectman Brucker thought that a lot of the change is forced upon us because other systems are in place at the State level, of the federal level, and wherever else that we have to be able to access. Whether we like it or not, I think we have to go forward with it. I also think it's very hard to make a choice between a situation with people who are first responders providing emergency services, do you tell them no you can't operate as quickly as everybody else in town. I think that area is understaffed anyway - Robinson Road. It would be very hard for me to decide between doing that. I think we need to do it all and figure out a way. Chairman Maddox states yeah raise taxes. Selectman Brucker though there may be a different way. Chairman Maddox thought we're getting into the weeds here. Selectman Brucker meant moving money around. I don't mean bake sales. Chairman Maddox said so lay off somebody so that we can do some of this. There's only so much money we have left to play with. We have squeezed a lot of accounts out of a lot of money. The only thing left now is the 101 accounts. I think that, again, we're looking at your budget whether we stay with what you presented or add more money to the capital reserve. We need to talk about maybe we put a "W" there to say we will come back to that. As far as where you use it, I think the Board needs to have a discussion but not at budget season. So we move that to a "W".

Selectman Luszey agreed we move it to a "W" but I'd also encourage you to pull out the presentation that was presented by the Fire Chief, and the Police Chief, and the IT Director about 4 or 5 months ago that talked about a microwave installation for replacing all of the communications equipment. Specifically what I want you to focus on when you read that is the issue of the equipment that is sitting in the police station today is obsolete. It is not longer supported. The modules that we have to keep that equipment running is sitting on a shelf and when they go bad, we'll swap them out. The estimate is we have about 3 years of spare parts maybe. Chairman Maddox for the date on that because I was under the understanding that we had 7 to 8 years. Selectman Luszey indicated that was for the digitizer modules. Chairman Maddox said no. I thought it was for the modules. I guess we'll just have to find the records and see where we go. I thought when I met with the Police Chief and the IT Specialist...John Beike indicated there is an end of life on that. Chairman Maddox indicated there is an end of life but Motorola is still supporting. John Beike said to a point. We have a lot of spares that we bought when they had that equipment installed. In a year or two, they're not going to support or offer a replacement for the spare. Again, Chairman Maddox said let's go find the report. We're at budget season. We're into combined dispatch and a number of other things.

Lisa Nute wanted to say to Mr. Coutu, you are correct. It is a constant cycle of procuring, maintaining the equipment, and then planning for its replacement. It is a cycle and we need to stay up - to Nancy's point - so that we can interface with a large number of other agencies that we need to interface with on a daily basis. I'd like to bring goal 3 in the strategic plan that talks about improving cellular coverage. I just want to explain on more things that is another cost factor. Whether we do Robinson this year or we look at it next year, we can shuffle priorities. It all does need to be done. Another thing that has come up is new technology with the 4G that's come in. As Verizon has been implementing more and more 4G towers, we have seen our current 3G technology dropping off. We are having more and more coverage issues. That means dead spots for the officers out there which is not a good scenario. We're talking \$700 per modem card per laptop. We are currently testing with one with good preliminary results but you're talking an entire fleet that needs to be upgraded in technology. Again, I think that unless we start putting money in the capital reserve fund and it's

a generic IT capital reserve and can be used for anything, we need to identify what these projects and if I can take the \$86,000 we have in there today, I was planning on coming back to you in January with my recommendation for the Robinson Road. If we have no money to do these other things or the Chief and I were talking about possibly working in the modem card during fit up with each vehicle and working the cost in that way but we need to tackle all of these things.

Another one is the State's potential use of licensing scanning. Lisa said we're not in a situation or we're not prepared if they in fact say okay we're turning it on, we will now be scanning licenses. That means I put a printer in every single cruiser out there. John Beike mentioned it's also for the ETicket system you've been hearing about. Once the State turns this on and starts rolling it out, each of the cruisers is going to have a printer in it. That means more data going through the cloud back and forth to the cars to the station because they're not going to hand write the tickets and they go right to the court system.

Selectman Coutu said he glances at the 5 year plan out and then I look at the end on the cost summary sheets. A lot of this doesn't make sense to me. I'm seeing numbers like 152,600; 832,700; 941,265; then I have a page that breaks down like she was just talking about the G4 modems - 13 of them at \$700, another 9,100, and it goes on, and on, and on. What I'd like to see is a 5 year cost analysis for the upgrades that are going to be necessary in order for us to stay on top of everything. How much money are we going to need over the next 5 years to be able to accomplish what some of her narrative talks about and also throws numbers out? There's so many numbers to look at that to try to look at that and make an assessment as to what are our annual needs in the next 5 years and not only that, in summary I want to know with all of these changes and all of these costs how long is that equipment going to last before it's outdated and we have to do it again? Chairman Maddox said you're not going to make it through the 5 year plan. The way Selectman Coutu was looking at it, upgrading equipment is going to reach the point where it's going to be between half a million, a million dollars every single year ticket item. Chairman Maddox didn't think you're going to get that far but we may want to take a look at...based on this report, Selectman Coutu noted we're already \$1 million behind. Chairman Maddox stated it is getting changed regularly as opposed to waiting until it breaks. Again, I think that we have a bunch of things that we need to look at in the coming months. As far as your budget, I think we need to be focused on FY15. I think, again, it's a discussion that we need to keep having. If we're going to say its \$1 million to bring all this stuff up to we're at some level, we have 941 but I don't know where that comes from.

Lisa Nute asked to explain that Mr. Chairman. What you're looking at is a section on cloud computing that I put in here because of the previous conversations that Mr. Luszey has had with us here and in my office. We know he's always been interested in pushing all of our applications out to a cloud. So what I did here for you is just to show on Addendum A if you were to turn to that page, it's the second before the last. Addendum A is simply showing what it costs over 6 years for us to currently do what we are doing using today's figures owning our own servers, and our storage devices, and our virtual software. Over 6 years, it shows you that it's a quarter of what it would cost if we leased equipment which is basically working in the cloud. If we leased the infrastructure, IAAS is infrastructure as a service, you're spending four times or more with vendor A and B which are the two best that we could find. I was simply doing this exercise to show you why I've been adamantly against - one of the reasons I've been against putting everything out in the cloud besides it just not being a reality for us today. This is one of the reasons. It's more costly to lease.

The last Addendum B, Lisa can modify. Rather than throwing a lot more numbers at you and then trying to project 5 years from now what something will cost, I only showed you fiscal year 15 and what I believe is important in this fiscal budget - the switch replacements, fire tablets, T3 that we talked about if in fact the State makes those changes, the 4G wireless modem upgrades. I looked at everything that the FY15 budget touched on and gave you the cost of that where we're short. If you would like me to project 5 years from now what something will cost, I could in fact do that. That was something Mr. Luszey had talked about with me as well today that I thought might be helpful for him as well.

Selectman Coutu said obviously the things that you touched on are the things that are X out in the fiscal 15 budget. Lisa Nute tried to do a timeline. Selectman Coutu indicated we also have a cost analysis. This is similar to what you did for combined dispatch for us when we were talking about combined dispatch. Now fiscal year 16, you've identified other areas. Some of them are duplications. As a matter of fact, some of them are a little bit every single year. They continue so it's ongoing.

Lisa said she was sorry to interrupt you but if you look to the far right column under line item 3, switch replacements for the Police Department - because those are costly and switch replacements at Town Hall, I was just trying to chunk it off. In other words, add \$11,000 to the capital reserve fund so that in 3 years I can accomplish that. Otherwise it's \$30,000 right now. I was trying to be fiscally responsible saying if we can add \$11,000 to the capital reserve fund now or at the end of every year look at that if there is money left

over, then in 3 years I can then have all the switches replaced. That's kind of a long time but again the reason it's duplicated like that is because I was trying to do it piecemeal. Otherwise, it would show FY15 put \$30,000 in there right now for both Town Hall and PD switches.

Selectman Coutu indicated that's my point. We spend say \$11,000 over the next 3 years to replace the switchers. How do we know in 3 years they're going to be obsolete? We'd have to get a whole different kind of switch and we just wasted \$11,000. Why don't we just run them into the ground? Lisa noted so far they've lasted 8 years. We have got to look at replacements. Selectman Luszey stated we're at the point where they're becoming incompatible with the stuff that we need to talk to. If you look at line item 10, the replacement desktop PC you see that right across, we actually work kind of hard probably 5 years ago on putting together a rotation plan for ruggedized laptops, all of the desktops inside the town facilities. We were doing good up until about 3 years ago. We started coming off of rotation due to let's keep everything flat. If you go back into her budget, page 11, line item 203, take a look at what's happening to our small equipment repairs. We're up 22 percent because we're fixing equipment that is past its expected life cycle.

Selectman Coutu didn't want the voters to become alarmed. It's 22 percent. It's a \$400 increase. Selectman Luszey said right but that's one item. So now if you start taking a look at what's happening to the ruggedized laptops that are in the cruiser, we are off cycle by how many right now - and those are \$5,000 a pop. Lisa Nute stated only 2 this year. I could only do 2 last year. We should have been at 4 and 3. So we're behind 2 years in a row. Selectman Luszey said \$22,000 worth in just that one item.

Selectman Coutu didn't understand. Does every cruiser have a laptop? Are they all working? Selectman Luszey said yes. Selectman Coutu asked what's the problem. Lisa indicated because eventually they won't be. Selectman Luszey said they're failing. They stop working. Selectman Coutu replied that they just said they're all working. Which is it? Lisa said today they are but we need to prepare and keep them in a replacement...the whole point of a replacement cycle is so that we aren't impacted all at once with replacing an entire fleet of laptops because now they're all 10, 15 years old. We can't do that so we kept a chunk of them every year being replaced so that overall you're only replacing 3, 4 max per year. Generally it's 3 but every once in a while you need a fourth year to catch up with an extra one. Selectman Coutu understand. I understand the need to do a lot of things. If the voters keep putting us into a default budget, a lot of things are going to have to be cut. We can make a lot of requests but if the voters don't understand and I'm trying to get a layman's knowledge because I am not text savvy. You know that. I need to have a layman's knowledge to be able to explain this to people. People come to me all the time as much you as they do the school department talk to me about the technology upgrades and why is it they need to have all this stuff, and why do they need to have whiteboards, and why do they need this, why do they need that, and how come it costs - it's \$10,000 a unit and every school's got to have one for every classroom. Where does it end? I can't answer their questions. We need to have a good explanation as to why every cruiser has to have a laptop. What was wrong with the old days? I didn't have a laptop. I just wrote out a ticket and we handed it in, the Chief brought it to the courtroom and it was done. We didn't have to have a \$10,000 piece of equipment to write up a ticket. When I did my reports, I went into the office and used that 1 gigabyte computer and typed up my reports and submitted it to the Chief. It was done.

Selectman Luszey stated before you, they did on a tablet and stone. Selectman Coutu was willing to go back to that if that's what they provide me. Whatever saves us money. When I ran the CEDR program, I used to take two pencils and tape them together before they were assigned an additional pencil. They had to use it right down to the tape.

Chairman Maddox wanted to know how Selectman Luszey fell out of the cloud. You were saying that businesses are all going to that but if it's 4 times costlier. Selectman Luszey told the Board why because if I was a business I could go and find an SAP or an Oracle ERP provider very inexpensively. There is no cloud provider for DOS based internal applications yet. So when we find one, we'll get there.

Selectman Brucker was curious to know. You think the CRF should be \$11,000? Lisa Nute indicated that was to cover that one item. The switch is over 3 years but that's a long time to be able to not get them done before then. Selectman Brucker stated it looked like when I was looking through about \$40,000. Lisa Nute directed the Board to line item 13, I recommended \$7,000 to look to the future. The trend is that equipment like our storage equipment or SAN will get smaller, cheaper, and yet have more capacity. To say that we'll be replacing another SAN in 5 years, maybe, maybe not. Probably not looking at what is coming out right now. If we prepare, again, with putting away \$7,000 every year, we'll have something so that it's not such a huge impact in year 5 year 6.

Painfully Chairman Maddox asked are we going to put this as a "W" to come back to this. Kathy Carpentier believed I already - 5330-450. Selectman Luszey indicated \$150,000 to \$200,000. Chairman Maddox's

question is are you just looking to put back the money to the \$17,000 level or are we going to Selectman Luszey's \$150,000 level. Again, Selectman Luszey suggested that you go back and look at that report on what we're talking about. It's not what's sitting across this aisle here that's got a couple of servers and some storage attached to it. We're talking what is sitting in the police station and the fire station as well which is part of her spending. Chairman Maddox asked Steve Malizia if you could get us a copy of that so that we're not going and trying to hunt something down. Find whatever the reference that Selectman Luszey has made here. We didn't buy into the microwave then and I don't see us buying into microwaves now. Selectman Luszey indicated it's not the microwaves. What's important in that presentation is the condition of the current equipment? It hasn't changed. It's obsolete. It's no longer supported. We have a finite..Chairman Maddox disagreed. I think you're stretching a little bit Sir. Nice try.

6. ADJOURNMENT

Motion to adjourn at 9:40 p.m. by Selectman Coutu, seconded by Selectman Nadeau, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

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